Chapter VI

Mari's Culture

Safety, Social Responsibility and funfair

Culture of an oil and gas company is nurtured and mature through hardship of exploration in field. Mari took birth in 1957 as Pak-Stanvac and remained so till 1984 when it reincarnated itself into Mari Gas Company Limited. The era of Pak-Stanvac had an American way of working culture, informal, less bureaucratic, open minded but professional. Americans being unaware of local history thus had the advantage of being free from prejudices of sub-continental narrative. With the passage of time the local and foreigners became best of the friends, they celebrated each other's holidays and national milestones.

Lt Gen (R) Ishfaq Nadeem with employees of Mari at Daharki

Lt Gen (R) Hamid Niaz with employees of Mari - 1996

Mari Petroleum Company is a classic blend of military and civil working culture. As the managing director is a retired three star general from army thus he brings in a vast and rich panorama of economic, social and political situation in the country; which he has accumulated over three decades of military profession. Mari's culture thus evolved around their personality and the personality of these generals owe much to the regiments and arms they were commissioned; with one odd exception all have been commissioned in infantry regiments.

Work Safety
Your family is waiting
for you at home

SAFETY
FIRST
PUT TOOLS
BACK IN THE
PROPER PLAC

کام کے دوران حفاظتی تدابیر
اپنے کام کی جگہ کو صاف ستھرا رکھیں۔ تیل میں بھیگے کپڑے کو کوڑا دان میں ڈالیں
اپنے کام پوری توجہ سے کیجئے غیر ضروری گفتگو اور بے تواجہی حادثہ کا سبب بنتی ہے۔
اس ایریا میں کام کے دوران سگریٹ پینا منع ہے
کام ختم ہونے کے بعد تمام مشینوں کی صفائی اور انہیں بند کرنا ہرگز مت بھولئے
ضرورت کے تحت حفاظتی عینک، دستانے، بوٹ اور ہیلمٹ ضرور پہنئے
حفاظت مقدم رکھیئے۔ حادثات کو روکیئے

IMS Manual
MSPS
Drills Record

FIRE
BLANKET
INSTRUCTIONS FOR USE
PULL TAPES

MUD TANK RECORD
MUD TANK LEVEL RECORD
MUD TANK RECORD
MUD TANK RECORD
MUD TANK LEVEL RECORD
MUD TANK RECORD
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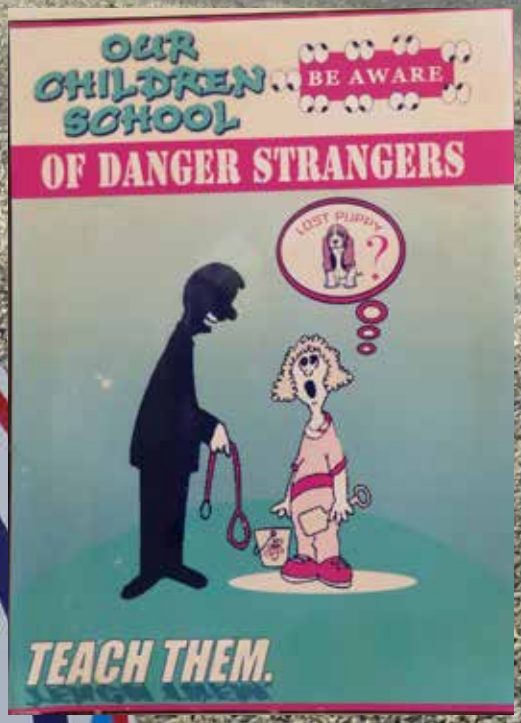
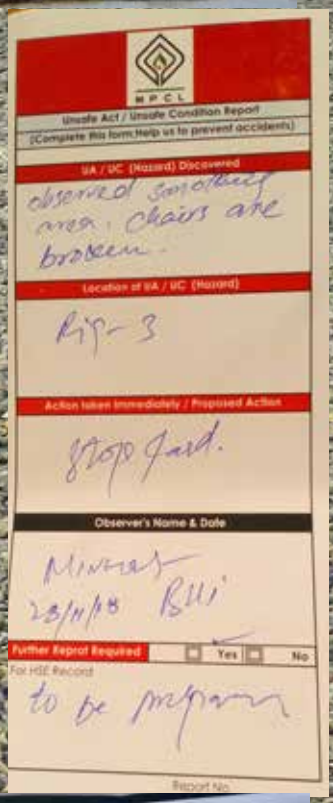
MUD TANK RECORD

TO BE OPENED
BY AUTHORIZED
ELECTRICIANS
ONLY


OUR CHILDREN SCHOOL
BE AWARE
OF DANGER STRANGERS
LOST PUPPY
TEACH THEM.

سانپ پکڑنے کیلئے
Snake Catcher

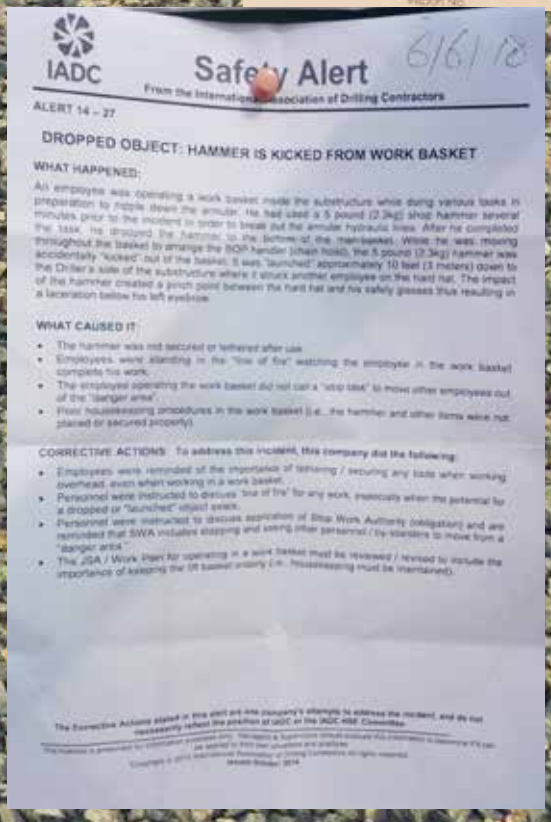
DESIGNATED
SMOKING
AREA


MPCL
Unsafe Act / Unsafe Condition Report
(Complete this form Help us to prevent accidents)
UA / UC (Hazard) Discovered
observed smoking area, chairs are broken.
Location of UA / UC (Hazard)
Rig-3
Action taken Immediately / Proposed Action
Stop Card.
Observer's Name & Date
Further Report Required
Yes
No
For HSE Record
to be informed

DANGER
Excessive
noise
Ear protection
must be worn

DANGER
CHEMICAL
STORAGE

اپنے اوزاروں کو اچھی طرح جانچ لیں
CHECK YOUR
TOOLS CAREFULLY


IADC
Safety Alert
From the International Association of Drilling Contractors
ALERT 14 – 27
DROPPED OBJECT: HAMMER IS KICKED FROM WORK BASKET
WHAT HAPPENED:
WHAT CAUSED IT
CORRECTIVE ACTIONS

DANGER
HIGH VOLTAGE
ELECTRICAL EQUIPMENT

CAUTION
WET
FLOOR

H2S Search and Rescue Team

Mari as a company is based upon economy in which the capital of the shareholders has to be protected, and this requires working and thinking in a flexible, open manner. Gas reserves especially in Daharki are the most precious assets of the company and they have to be monitored so that, they last for long and in the meanwhile explore new vistas to safeguard shareholders capital.

Lt Gen (R) Mushtaq Hussain with employees of Mari

Mari Petroleum Company is a conservative, forward looking, open merit, beyond class, creed or religion commercial company which makes all efforts to afford job satisfaction to its workers. Company is organised into two main tiers, management and non-management cadre; along with a substantial workforce on contract. The present strength of the Mari Petroleum Company is 1370. Oil and Gas is an exciting fieldwork, which offers one of the best pay package in Pakistan. Apart from the monetary benefits, Mari offers a bright, peaceful, rewarding and exciting life and work pattern. There are second generation men in the company now, both in management and non-management area.

Women's Day being celebrated at Mari 2019

International days like Women Day, Special Person Day are also celebrated in letter and spirit. Mari takes pride in being one of the most forward looking company in the country which affords equal opportunities to women and persons with disabilities. Mari Women Association was established in winter 1993, it was brainchild of Begum Hamid Niaz, 'to provide an informal forum to coordinate individual and collective efforts in social welfare'. The MWA having been holding and organising family get together on regular basis. Some of the pioneer notable ladies include Dr Shahnaz Attaullah who served as lady medical officer at Daharki, Mrs Anisa Ghulamali she served as executive secretary to general manager at Karachi , Mrs Janet D Souza , she was confidential secretary to financial manager, Mrs Thelma Peters she performed the duties of stenographer at audit office Karachi and Mrs Julia Shafique a staff nurse at Daharki .

Mr Asad Rabbani Mari's Secretary receiving the award

Healthy safe environment is a prerequisite for any oil and gas company to survive; hydrocarbons are an extremely dangerous field and can take its toll if not handled properly. The first and foremost is the threat and fear of fire, due to high inflammable substance it can occur any time at any place due to a minor lapse of safety. International Safety Organisations (ISO) have set its own standards in this field, Mari complies with the latest such standards by having its manpower being trained in this and also applying it across the fields with a uniform character. At present all offices, schools, clinics, living area, and wells comply with the latest standards of safety. A safe workplace is a healthy workplace in every sense of word, thus it is applied wholeheartedly, culturally the people consider it as a sign of weak masculinity in following and adhering to the safe practices like wearing of seat belts during driving. With years of persistence involving punishment and rewards, a level has been achieved where a four year old child in Daharki also puts on the seatbelt and this has helped a lot in inculcating the safety culture among all. Schools are thus the basic brick where children are taught and shown the benefits of having safe practices in everyday life. There are hand washing days, road crossing days and so on. As an institution, violators are given tickets for violating any of the safety parameters like speed limit and traffic sign violation within the colony at Daharki. At rig sites, safety clothing, eye wears, shoes are provided and none is allowed to work without wearing the required dress. As all the rigs are now monitored through cameras thus any worker doing any work without wearing gloves in Zarghun or Daharki is observed by the head office at Islamabad and prompt call is made.

Mari Gas Company Limited (MGCL) achieved three international standard certifications for

6th
CSR
2017
CEO
EFP AWARD
EXCELLENCE IN HRD
HR PRACTICES
THE SECOND PRIZE

ANNUAL INTERNATIONAL
HRM CONFERENCE
2017
LARGE NATIONAL COMPANIES
1ST PRIZE
13th
Best Practices Award
Second Prize

its Integrated Management System (IMS) comprising of ISO Quality Management System (9 0 0 1:20 0 0), ISO Environmental Management System (14001:2004) and Occupational Health and Safety Management System OHSAS (1 8001:1 999). These certificates have been issued by SGS Pakistan Limited under authority by SGS United Kingdom Limited Systems and Services Certification Division headed by SGS Societe Generate de Surveillance Switzerland. MGCL is the first E&P Company in Pakistan to achieve these certifications simultaneously. The certificates were handed over at a simple but impressive ceremony held on Thursday, July 19, 2007.

At the site all scaffolding and other infrastructure is inspected through third party inspection, all workers are certified. On arrival at any of the Mari site, a visitor is first briefed about the HSE policy and is given a short but comprehensive education regarding the policies, muster point in case of fire and has to wear the safety dress if he wishes to cross the line. On every site there is a thin line, beyond which none can cross without proper attire. For a newcomer or a guest, the life pattern at Mari is something beyond his or her comprehension, there is a first aid kit in every room, fire extinguishers in dining halls, public places and rooms, muster points which are the rally points to gather in case of a fire or an emergency. Strict speed limits within colony are some of the acts which ensure safe day for everyone.

Number of incidents have reduced considerably since 2012, despite the fact that there has been threefold increase in workforce, man –hours.

Mari's Social Responsibility

Since the discovery of Mari Gas Field and its active development, Mari Petroleum Company Limited, and its predecessor company Esso Eastern Incorporation, have been involved in activities to enhance local welfare. Initially it wasn't a regulated affair, ESSO after its plant at Daharki was commissioned had certain facilities like hospital for its staff and these were also extended to the local population. Majority of the people in this area live on meagre incomes, with goat and cattle herding as the chief source of livelihood, as such can ill afford to pay the ever increasing costs of medical facilities. The demographic layout of the Daharki is by and large rural, economically poor, uneducated, large family structure, poor hygiene, crumbling communication infrastructure; alongwith severe summer and lack of fresh drinking water. Despite all these social handicaps the area is peaceful,

Mari has installed hand pumps in the area

lively, hospitable and strongly knit basing upon kin and tribal affiliation. Weapons are rare so is kidnaping or theft.

Mari's Mobile Dispensaries

The petroleum policy of Pakistan binds oil and gas companies to carryout welfare works including development of roads, water supply, health, educational facilities, eradication of illiteracy , rehabilitation of mentally retarded and handicap children, promotion of sports and to fight against narcotics.

As Mari was the sole gas field and Tehsil Daharki was the only administrative unit in which Mari was operating till 2005 thus bulk of its CSR activities took place in this area. At present, in almost all blocks in which Mari is operating, a school, a dispensary is a self-mandatory responsibility alongwith water works and communication infrastructure. Exploration is invariably carried out in the far flung areas, population in such remote areas are far from the basic health facilities; thus providing medical treatment to them takes priority as social responsibility. After Mari Gas Company was raised, realizing the urgent need, Mari launched its project of Mobile Dispensary in 1986. A qualified and dedicated doctor, along with his paramedical staff started visiting specified locations three times a week. The treatment and medicines were given to the patients without any charge. The project proved to be a welcome relief for the people and received very enthusiastic response. The number of patients treated increased from 25000 in 1987 to about 55000 in 1993.

Mari is now, operating two mobile dispensaries each carrying a team of one qualified doctor and paramedics. The treatment and medicines are still provided free of cost. The number of visits in the field have also been increased form 3 to 4 days a week. A sixteen bed clinic has been commissioned at Daharki which is virtually a base hospital covering medical, surgical, pathological, adjunct diagnostic and radiology fields. In addition gynaecological and obstetrics facilities with delivery room and labour rooms have been catered for. With the provision of latest medical equipment, Mari's hospital provides excellent health cover both indoor and outdoor. Computerized card system has been introduced for patients in order to maintain medical history. The building is centrally air conditioned.

Mari's War on Tuberculosis and Hepatitis

Tuberculosis (TB) is an infectious disease affecting the lungs of the patients. In Pakistan roughly 430,000 people including 15,000 children are affected with TB and no less than 70,000 lost their lives annually. Mari have undertaken a Tuberculosis Treatment Programme, ten cases of tuberculosis are selected each year and the patients are provided fully monitored treatment with most modern drugs and other methods. The rate of success has been tremendous. Over a hundred patients have so far been fully cured under this programme and are leading normal lives.

According to an estimate there are 400 million Hepatitis-B carriers around the world and two million people die every year because of this disease. Pakistan is among the most affected countries. The cost of treatment of this disease is beyond the reach of poor people therefore the Mari decided to vaccinate the general public of the Mari leased area. Initially a rough figure of population was gathered from Union and Tehsil Council but this was not categorized in age bracket which is a prerequisite for establishing the dosage to be injected to each category. It was therefore decided to carry out a census by our own staff in order to arrive at the exact number of children and adult population residing within the Union Council. The thickly populated village of Dad Laghari, where majority of the Mari's wells are located, was selected as a starting point for the campaign. Through the dedicated work of Mari's medical staff and full co-operation of the local population, the vaccination in the leased area well was completed in four phases. More over casual working staff of Mari gas field and their families were also vaccinated. A total of 140,401 persons were screened, out of them 134,192 were found negative and vaccinated. 6,209 persons were found positive of Hepatitis-B infection.

A tuberculosis patients being examined

Present- 2019

Mari's lady doctor at free medical camp for locals

At present, the three major core areas, health, education and communication all have matured in the Mari gas field area. At Dad Laghari health unit for female patients, lady doctor daily along with her nurse travels from Daharki covering half an hour journey and provides medical respite to daily over two hundred patients. Ulltra Sound facilities are available in all the three clinics in Mari area, so is dental, tuberculosis, chest, X-ray, and blood sampling. Ultra sound is handled with care and confidentiality, the social pattern of the area is such that families prefer male and are generally dismayed if they lack male heir or have number of daughters. Maris's doctors fully understand the local culture thus at times they do not share the result with patients due to fear of negative implication for the patient herself.

As Doctor Shabana highlights 'lack of iron among women is the major source of diseases…. personal hygiene due to lack of water also adds misery to the patient…there is utter lack of education among male regarding the women psychology during pregnancy.' Thus Mari's medical staff not only provides medical relief but also educate the patient and it is paying back with an increase awareness in the area.

Doctor Channa, who is looking after the tuberculosis and chest related issues in the clinic, highlighted that majority of patients have mental issues more than actual medical problems, they feel an uplift mentally if they are given heavy quantity of medicines. ' We educate them that taking more

SEAS
Autumn
Summer

MARIJ PETROLEUM COMPANY LIMITED
MPCL

FOUNDATION STONE OF MARI EDUCATION COMPLEX
MARI EDUCATION AND MEDICAL COMPLEX
GROUND BREAKING CEREMONY OF
MARI EDUCATION & MEDICAL COMPLEX
PERFORMED ON MAY 24, 2011
BY

Mari Education Complex

موبائل ڈسپینسری
MPCL
مارئي پيٽروليم ڪمپني لميٽڊ ڈهرڪي

Basic Health Unit
Karounta

خوشخبری
ماری گیس کمپنی
کے تعاون سے
فری آئی کیمپ

MPCL
(5,000,000)
2010ء
(2012-13)
13

Mother & Child Healthcare Centre
Mirpur Mathelo
MGCL
Donated by
Mari Gas Company Limited
November 2006

Mother and Child Healthcare Centre Dad Leghari

MPCL Catchment area Population Chart In Vicinity of MCHC

Name of Village	Population	Distanc From Facility
Dad Leghari	2753	1/2Km
Chohar Pitafi	830	02 Km
Hakim Mahar	814	02 Km
Chato Najam	756	03 Km
Shaban Leghari	820	03 Km
Chamdan Leghari	2569	05 Km
Khan Mohd Kori	843	06 Km
Well #14	1037	06 Km
Allah Rakhio Pitafi	831	04 Km
Yousuf Rind	800	04 Km
Ali Dakhan	859	04 Km
Jan Muhammad Gurgage	690	1/2Km
Abdullah Korai	1230	02 Km
Karam Leghari	1340	03 Km
Jumo+Haut Faqeer	1470	07 Km

medicines than required is harmful and can have long lasting effects'. Now after years, the locals having learnt it hard way now pays more attention to what the doctor is recommending. Patients comes from far flung areas, travelling hours and hours , because the healing powers of the Maris doctors travel fast and far.

Mari Grammar School.

Till 1993-4, children of Mari's employees at Daharki were attending the school within Engro complex. The idea of having Mari's own school of a very high standard was conceived, perfected and implemented by Managing Director Lieutenant General Hamid Niaz (Retired) . An aesthetically designed and well planned school building, covering an area of about 22,000 square feet and consisting of all the required amenities was constructed within the residential colony area. Class rooms, tutorial rooms and playing area have been appropriately furnished and equipped. About sixty excited and exuberant children joined the inaugral classes JI to V during the academic session 1995/96. Prior to opening of own school, the children of management staff were enrolled at Engro's Grammar School, where the medium of instruction was English. The children of non-management staff were attending Employee's School with Urdu/Sindhi as a medium of instruction. As a major step towards merit and equal opportunities, all these children now studied together and enjoys the same facilities. Since the medium of instructions at new school was in English, thus special coaching classes and tutorial groups, in English language, were conducted in order to strengthen the base of all

Lieutenant General (R) Hamid Niaz the founding father

Class of 1995

those children who required such help. Two qualified and experienced teachers Mrs Anjum Alam and Mrs Huma Latif made an all out efforts in this regard.

Mari Grammar School has come a long way. At present, it can be rated as one of the finest school in the country; teachers are hired from all over the country and are provided free accommodation and a good pay package. The best part of this school is the sports facilities it provides to the students, especially the girls, who now plays cricket and other games at competitive level. School and its principal both plays a key role in the overall mental grooming of the young generation. National days are celebrated with much zeal and fervour; there are educational and recreational trips for the students. Arts and science fair are held regularly.

Mari Special School

Children are the most precious bounties of Allah Almighty. They are the ones on whom our dreams and hopes are pinned. Special children are even more special for us. It is in this perspective that a special education school for rehabilitation of handicapped children has been established which was inaugurated on October 7, 2009. It is aimed at the mental development of the retarded children with emphasis on education and training to make them

Mrs Taj with her special pupils

MARI PETROLEUM COMPANY LIMITED
MPCL

MPHSS
INVESTITURE
CEREMONY
2018-

MARI PETROLEUM HIGHER SECONDARY SCHOOL
DAHARKI

MARI PETROLEUM COMPANY LIMITED
MPCL

useful members of the society. At present, ten students have been registered and given admission in the school. An experienced teacher has been hired and services of a speech therapist are also being hired to improve the speech and language deficiency of children. Children are taught computers and are given regular music lessons as well.

The Citizen Foundation (TCF) is a charity organisation which works to spread education among the poor and in remote areas. Mari joins hands with it and built a state of art school, close to its headquarters at Daharki. Free transport is being provided to the teachers and other staffs, the entire building is air conditioned. Similar schools are also being operated in Zarghun in Balochistan.

Apart from these schools, Mari in 2012 also established a Chair in Quaid-E-Azam University , Islamabad for Geology. Mari also signed a memorandum with Government of Balochistan for the improvement in education in province. Regular stipends are also given to the deserving children.

Natural Calamity

Floods are quite a regular event in the Sindh and Punjab, whereas earthquakes are rather rare in our country. However, if taken off guard both can play havoc with human lives. In 2005, Pakistan was struck with one of its deadliest earthquake in modern history. Northern Areas were the worst affected; Mari contributed in terms of medicines and food items.

The last major floods in Sindh occurred due to the unprecedented heavy downpours during September 2011. Resultantly, standing crops were destroyed and the property was also badly damaged leaving the people shelter less and without food. The stagnant water added further miseries to the locals owing to the breeding of mosquitoes in abundance. In view of the deteriorating conditions of people dwelling in the lease area , four camps were established in Union Council Raharki, Dad Leghari and Beruta. While selecting the location of camps, it was ensured that these were centrally located, covered almost entire Field benefiting the majority community. The tent villages contained all basic amenities including:Canvas shelters.clean drinking water storage, cooked food, mosquito nets alongwith anti mosquito fogging spray, latrines, electricity through generators and a mobile dispensary. Later this became a standard pattern to be deployed in any calamity.

About 500 families were provided with the above mentioned facilities in the camps for six weeks. During relief operations, around 10,000 patients suffering from dysentery, malaria, fever, skin and other water borne diseases were treated through Mari Mobile Dispensaries. As a long term plan, over two kilometres bunds were constructed by using sand bags to protect main villages.

Internal Displaced Persons

The crises (2007-2014) due to military operation in Swat, Buner, Orakzai, Mohmand and Lower Dir districts resulted in large number of Internally Displaced Persons (IDPs). The scale of suffering was immense. There was a pressing need of basic items such as food, water, shelter and medicines for the

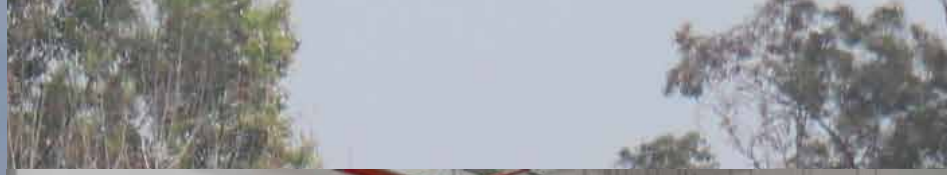
IDPs in the camps organized by government, NGOs and UN relief organizations. Mari management decided to assist the IDPs by donating relief goods worth Rupees two million; employees also contributed in this noble cause by donating one day's salary.

Sports

Sports is special for Mari, because company feels that through sports everything can be achieved; health, motivation, happiness and a feeling of being good. Cricket is more popular in Pakistan, followed by football, hockey and volleyball. Tennis and Squash are other two sports , especially Squash is almost synonym with Pakistan, as country has ruled international courts for well over two decades. Badminton and table tennis despite their being economical and taking less space has yet to reach the level of popularity in country as desired. Mari thus endeavours to promote sports in every which way possible, it enrols sportsmen, encourages sports and compete in all national games and sports competitions by entering own teams. Presently, Hockey is now being given special attention mainly due to the fact that despite being an Olympic gold medallists in past, Pakistan is now at the bottom of hockey rankings. Mari sports teams plays and compete at national level, in Islamabad the training camp is conducted at the most modern Islamabad Sports Complex. Apart from these national level

General Qamar Javed Bajwa Chief of Army Staff during his visit to Mari in January 2019 appreciated Managing Directors' efforts to revive the game of Hockey in the country. General Qamar is a keen Hockey player himself, he shared his passion of the game with the Mari's Hockey team.

Cricket Team 2012



Volley Ball 2018

Art and Culture

Pakistan has a rich canvass of art and culture and Mari Petroleum Company is playing an important role in its preservation, promotion and patronage. There are over sixty oil paintings hanging on the walls of the main offices which were commissioned since last ten years by local artists depicting Islamic calligraphic and cultural life. On annual functions , local artists are invited to perform. In 2017, Mari sponsored an expedition to Mintaka Pass in Gilgit region to create an awareness among the people regarding the history and geography of own country. With passage of time, as Mari establishes itself into the four provinces of the Pakistan, the scope of corporate social responsibility has become manifold , not only to help the living but also to highlight the very soul of the country through its art and culture. Good journals and magazines that are above political affiliation and are more focused on the art and culture are supported through advertisement.

لا إله إلا الله محمد رسول الله

competitions, regular matches are played on inter departmental basis; aim is to promote the sports and through this encourage future generation to adopt the principles of sportsman ship.

Miss Sarah Mehboob, Pakistan Women Tennis No. 1 player was sponsored by Mari Gas Company to participate in two International Tennis Federation (ITF) world junior championship events held in United Arab Emirates (UAE) from 16 - 31 January 2009.

Mr. Wajid Ali served the company for 43 years, seen here in 1960

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Annual Eid Milan lunch Karachi office 20th March 1994

In March 2019, Mari sponsored Mr Ghauri, a renowned photographer to have an exhibition on Pakistan's culture at Rawalpindi Arts Council.

Mari's Annual Function

Mari's annual function is the high point of the social calendar, an evening to relax and enjoy. Awards are given to the high performers to encourage them and the others. The function itself was initially held in Daharki for long and it was only after commissioning of new office blocks in Islamabad that it was shifted here; even now it is alternatively held at Daharki.

MGCL staff party Karachi 1993

The first grand annual function was held on 1 December 1994 at Daharki, there were festivities all around. Athletics competition for the school children, military band of Sind Regiment was also present. Cricket match between the management and non-management was also played. Abdul Wahab led the management team whereas Mr Soomro captained the non management team. Apart from cricket, a tennis tournament was also held for the annual function in which teams from Karachi and Islamabad apart from host Daharki took part. Divisional invitational shooting ball tournament was also organised for the function, sixteen teams took part in it, final was played between Mari and Qazi Club of Khairpur; which the latter won .It is worth highlighting that Mr Abdul Fateh of Mari was adjudged man of the tournament. Another interesting feature of the annual function was the Mari Ladies Club gathering , it provided opportunity to ladies from Karachi, Islamabad and Daharki to interact with each other. Shazia and Asifa daughters of Mrs Waheed and Mrs Marshall respectively, used 85 eggs in making chocolate cake. As part of the annual function, guests were taken to Well No.45, picnic

Lt Gen (R) Raza leading the Tug of War

area was nicely decorated and the charpoys covered with multi coloured bed sheets really depicted local culture. It was really exciting for the children to see the dancing camels and acrobating monkeys. Most fascinating was the snake charmers show who showed a fight between a Cobra and Mongoose'. A grand dinner was also hosted attended by commissioner and deputy commissioner of the district. Highlight of the evening was the long service awards, Mr Muhammad Wajid Ali was the longest serving employee , he had joined the company on 1st August 1956, he was awarded with 35 years service award. Mr M.I.U. Qureishi had joined the company in 1969 as gas field operator, Mr Wahid Bux Pathan had also joined in the same year as typist, so was Mr Muhammad Sadiq. In the fifteen years service category. Mr Jamshed Iqbal and Mr Liaqat Ali Khan both from management were awarded. Major retired K.Cardoza who had joined the company in 1979 as warehouse supervisor and served the Mari as administrative officer and employee relations officer was also among the recipients of award.

In 2012, the tradition was revived after a long break and since then it is held regularly. In 2018, then prime minister of Pakistan Mr Khaqan Abbasi was the chief guest. Apart from the annual get together, Mari also have an annual Iftaar cum dinner gathering. Mari also celebrates official holidays like birthday of Father of Nation, Poet of Nation day, Eid Milad Nabi, Pakistan Day, Independence Day, Defence of Pakistan Day; to name few.

GRAND DINNER AND MUSICAL EVENING

17-19 November 1995
The First Annual function of Mari

Maj Gen (R) Hayat giving Trophy to winning captain

Funfair at Daharki 1995

To Acknowledge OUTSTANDING
PERFORMANCE
of Employees

Lt Gen (R) Raza, *Lt Gen (R) Mushtaq,* *Lt Gen (R) Shaheen,*

Lt Gen (R) Janajua, Lt Gen (R) Khalid, Lt Gen (R) G.M Malik, Lt Gen (R) Hamid Niaz

Mari's Annual Function 2018
Prime Minister of Pakistan
Mr. Shahid Khaqan Abbasi
awarding to Ms. Saniya Abbas

2016
Annual Fun
Performance
Awards

MPCL

MPCL

MPCL

Ms. Soha Mushtaq

Mari's Annual Function 2019
Federal Minister for Petroleum
Mr. Ghulam Sarwar Khan was the Chief Guest

Mr. Arif Lohar

Mari's Annual Function 2019
Hadiqa Kiyani

MPC
ANNUAL FUN
2018

MARI PETROL

ICTION

Mari's Head Office

Mari started its operations back in 1954 as Pak-Stanvac Petroleum Project. Stanvac was headquartered in New York USA with a local office based in Karachi for managing the operations. The initial office location at Karachi was Finlay House, Mcleod Road (Currently I.I. Chundrigar Road), Karachi. Towards the twilight of 1960s, the office was shifted to the Dawood Centre, New Queens Road (Currently Maulvi Tameezuddin Khan Road), Karachi. In 1974, the office was shifted to 8th Floor, National Shipping Corporation (NSC) Building (Currently PNSC Building), Maulvi Tameezuddin Khan Road, Karachi. In 1984 when Mari Gas Company Limited was raised, the importance of having an office at Islamabad became paramount as the Fauji Foundation was based at in Rawalpindi along with petroleum ministry and other related government departments and ministries. In 1985, the Mari's head office was registered at a Bungalow on Nazimuddin Road, Islamabad, however, it only housed the MD secretariat and the rest of the operations continued from Karachi Office which had now been established in C-9/2, Block 9, Kehkashan, Clifton, Karachi. During the early 1990s, the gradual shifting of the functions of head office from Karachi to Islamabad had started.

Lt Gen (R) Hamid Niaz ground breaking ceremony, 16 August 1994

Maj Gen (R) Hayat and Lt Gen (R) Hamid Niaz

Lt Gen (R) Hamid Niaz at the ground breaking ceremony

It was Major General (retired) Mehmood Aslam Hayat the very first managing director idea to have a head office for the company in Islamabad and during his tenure , plot No. 21, in G-10 Mauve Area Islamabad was purchased. Construction of building was initiated in August 1994 when the ground breaking ceremony was performed by the then Chief Executive of MGCL Lieutenant General. Hamid Niaz (Retired) on 16 August 1994. The design of the building was prepared by M/S Engineering Project Consultants-Islamabad, and the Civil Construction job being undertaken by M/S Expertise Islamabad. Design envisioned a six storied building, providing about 40,000 square feet of covered area. Thus only half of the purchased plot's area was utilized for the construction of the office building.

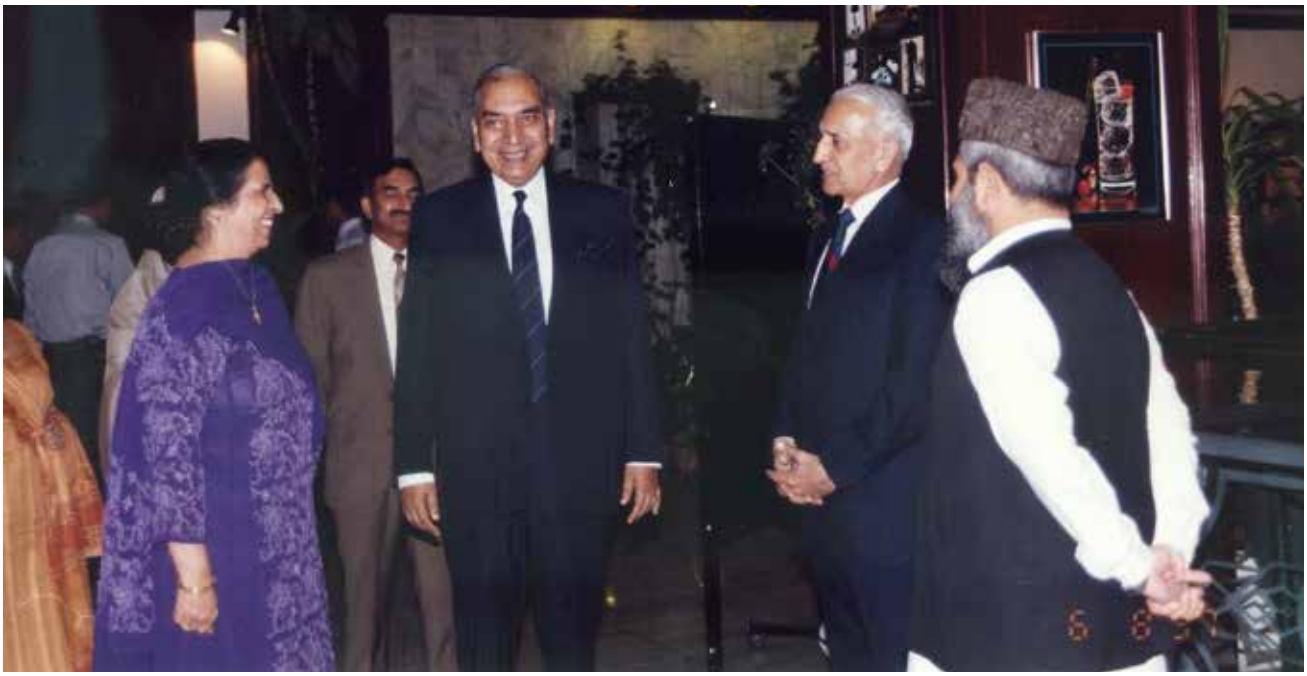
In 1996 the construction of head office Islamabad was at its last stage. But still all important departments (Finance, Operation, Procurement etc.) were in Karachi Office.

'The responsibility of completion of Head Office was on me and Colonel(retired) Amjad. Lieutenant General(retired) G.M Malik also instructed that he will be sitting in his new office on 22 December 1996. We were given seven month to complete the task, whereas the civil work was still under progress. The interior, air conditioning units and furnishing was also pending. For this a lot of hard work and

Work in progress

Lt Gen (R) Ghulam Muhammad and Lt Gen (R) Hamid Niaz

efficiency was required. I requested MD for an extension but he simply refused. On the other hand, he kept on boosting up our morale and encouraged us to complete the project in given time. As we near the deadline and work was also on time, We jumbled up with another complex situation when we came to know that the furniture ordered by us has left for head office. It should have been something to be happy about that we were getting the delivery on time but the problem was the lifts of the building were not installed by then. Finally the truck loads of furniture arrived, Colonel(retired) Amjad was very confident and took me to Golra Mor, which was taken by Afghan Refugees at that time. He selected 15 Afghan men from there and instructed them to reach the head office. These amazing, hard working men carried the furniture and placed everything on different floors as decided. By 2 am of 22 December 1996 everything was well settled and in place. It will be not wrong if we say when there is a will there is a way. The staff of Islamabad Head Office was all set to welcome with excitement and happiness on their faces. Everyone was delighted on the completion of head office building. As expected Lieutenant General (retired) G.M.Malik's vehicle reached the gate on 23 December 1996 at 08:30.'



Lt Gen (R) Ghulam Muhammad, welcoming Maj Gen (R) Hayat and his wife on opening ceremony 31 December 1996

New Office Building

By 2009, it was felt that present location and office space requires upgradation, moreover the security environments were such that travelling for own employees in Mari's transport from different part of twin cities was a security hazard. Defence Housing Society, Phase-2 in Islamabad was selected and proposed as an alternate place to construct a new office structure. However, the idea was not approved in the board of governors meetings and resultantly it was decided and agreed that the new office should be constructed on the adjacent plot; already property of Mari. It goes to the credit of Lieutenant General (retired) Raza Muhammad Khan who took over as managing director in February 2011, that he not only got the suggestion approved but also within a span of fourteen months was able to design, construct and commission the new building through reputed firms. Colonel Shah Rukh (retired) played a key and pivotal role in this project. Initially the design was for four floors and later the basement was incorporated. The building itself on its completion was a state of art structure with main focus on environment and security.

Lt Gen (R) Ghulam Muhammad, ground breaking ceremony D-87, block 4, Clifton, Karachi, 16 May 1996

Mari's beach hut Karachi

The twin buildings of Mari Headquarters, over the year has undergone transitions mostly inside. In the early years the lone building had few guest rooms at the top floor which now has been converted into gymnasium. Mari culturally lays greet stress on maintaining good physical standards and such has created environment and facility for both sexes to carryout workout. At the basement is a small mosque, although Friday prayers are offered at the nearby main mosque. For dinning, initially the first floor was utilised but later it was shifted to the new building on second floor. It is among the finest dining experience in the capital for both management and non-management staff.

Karachi Office:

In 1994, it was principally decided by the MD Lieutenant General (retired) Hamid Niaz to have a Resident Office of Mari's own in Karachi rather than working from a rented premises. It was finally completed and inaugurated in December 1997(D-87, Block 4, Kehkashan, Clifton) by Lieutenant General (retired). Ghulam Muhammad Malik; to house Mari's office and guest house in Karachi.

Lt Gen (R) Khalid Nawaz earth breaking ceremony at Sukkur

As part of the recreational facility for the employees, Mari established a Beach Hut at Sandspit Beach in the early 1980s. Over the years, it had gone through routine maintenance but the condition of the hut had deteriorated. Therefore, a project for the reconstruction of new beach hut was initiated in 2013 and inaugurated in March 2015, by Lieutenant General Nadeem Ahmed (Retired).

In the outskirts of Karachi, within close vicinity of Steel Town, is located a **Mari Warehouse**, it was first leased in 1956 by Standard Vacuum Oil Company on yearly basis and the same was later transferred to Esso Eastern Inc. Thereafter, it went onto Fauji Foundation and finally to Mari. After pursuing the case for sixteen years, it got leased in the year 2000 for 99 years for a sum of Rupees. 3 million. It is spread over an area of five acres with a covered area of 1547 square yards, having hard standing on 1247 square yards.

Sukkur

Sukkur City is very much part of Mari's history, it is the commercial, administrative and transport hub in the area. Pakistan International Airlines now operates direct flights from Islamabad to Sukkur thrice a week and there are daily direct flights between Sukkur and Karachi. It takes almost two hours of drive to reach airport from Daharki and at times flights are subject to cancellation. Thus Mari had constructed a guest house of its own on the outskirts of Sukkur to facilitate its employees. It is a double storied bungalow tucked in between the other houses, managed by own staff.

Quetta Office:

It was established in October 2003, after acquiring the operator ship of Bolan Block (Zarghun South). Initially office operated from Hotel Serena. Afterwards shifted to Chaman Housing in June

New Office Building

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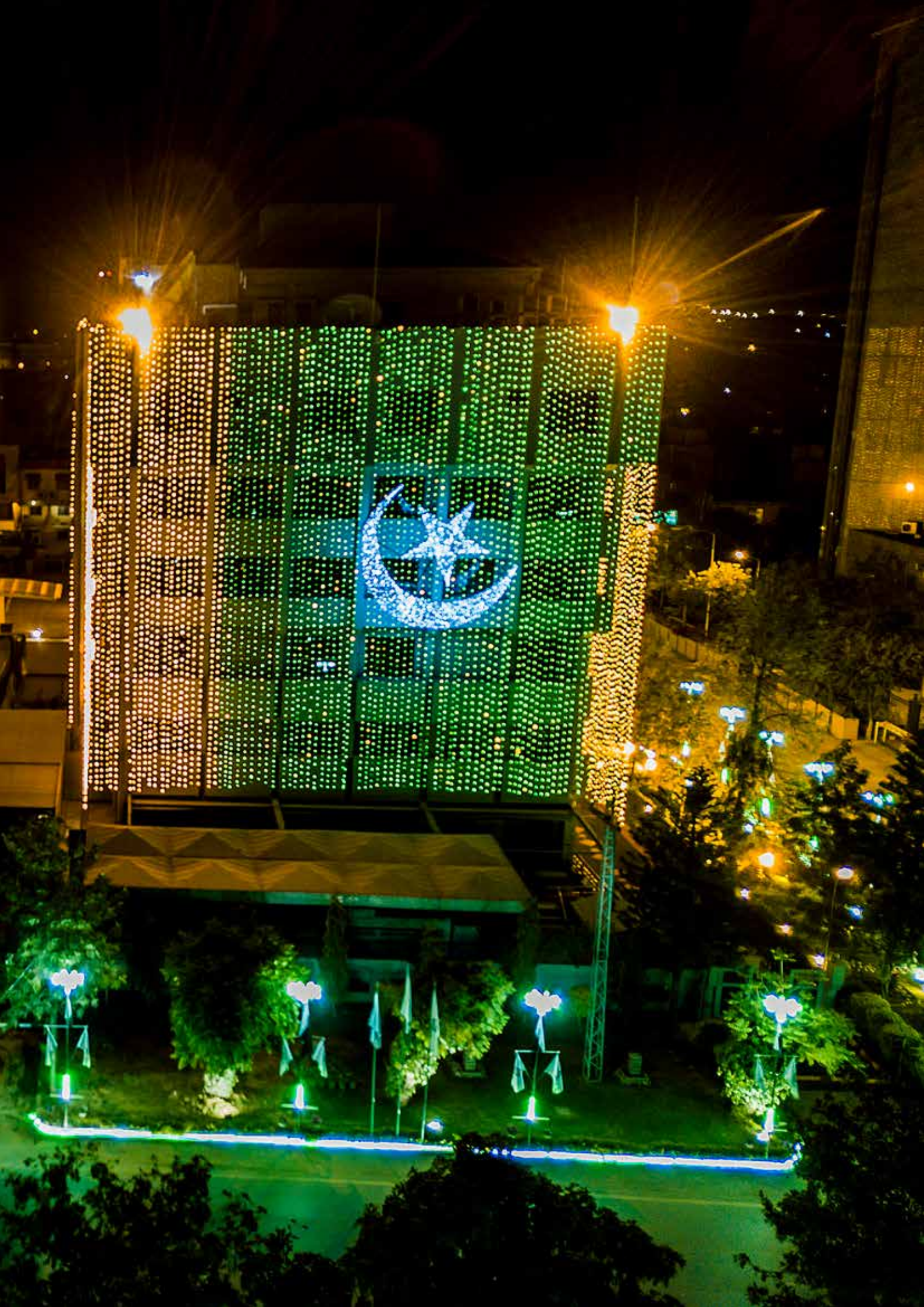
Lieutenant General ® Raza Muhammad Khan, MD/CEO Mari Gas Company inaugurating the new Head Office Building at Islamabad

MPCL Headquarters, Spring 2019

Mari Headquarters on 14th August' Independence Day



Mari Headquarters Celebrating 12th Rabi ul Awal. Birth day of Holy Prophet (PBUH)

MARI PETROLEUM COMPANY LIMITED
MPCL

Managing Directors & Chief Executive Officers

Major General (R)
Mahmood Aslam Hayat
Hilal-i-Imtiaz (Military),
02 December 1984

Lieutenant General (R)
Hamid Niaz
Hilal-i-Imtiaz (Military),
Sitara-i-Basalat
01 March 1992

Lieutenant General (R)
Ghulam Malik
Sitara-i-Basalat Bar,
01 February 1996

Lieutenant General (R)
Khalid Nawaz Malik
Hilal-i-Imtiaz (Military),
01 January 1999

Lieutenant General (R)
Afzal Janjua
Hilal-i-Imtiaz (Military),
Sitara-i-Jurat, Sitara-i-Basalat
11 February 2002

Lieutenant General (R)
Imtiaz Shaheen
Hilal-i-Imtiaz (Military),
11 February 2005

Lieutenant General (R)
Mushtaq Hussain
Hilal-i-Imtiaz (Military),
11 February 2008

Lieutenant General (R)
Raza Muhammad
Hilal-i-Imtiaz (Military),
11 February 2011

Lieutenant General (R)
Nadeem Ahmad
Hilal-i-Imtiaz (Military),
Sitara-e-Esaar, Tamgha-e-Basalat
26 January 2014

Lieutenant General (R)
Ishfaq Nadeem Ahmad
Hilal-i-Imtiaz (Military),
26 January 2017

Mari: *History of History*

The idea of compiling a history book of Mari was initiated in 2017 by the current managing director Lieutenant General Ishfaq Nadeem . Major Amir Bilal (retired) who is part of the media cell since 2010 formulated the team and the outline of the book. I was contacted in June 2018 and on 15 July 2018, had a meeting with Lieutenant General (retired) Ishfaq Nadeem Ahmad to get the outline of the book. His idea was to have a book which should be neither lengthy nor too short and should be in a style that an ordinary person not related to oil and gas should also find it worth reading. My own interest was to more academic- to know about the petroleum company, a modern company, how it works and thrives? What are its ethics and culture? How safe is this industry? As personally I have always treated even ordinary home use gas cylinders with a respect as equal as to a shell.

I had heard about ~~the~~ Mari when it was a gas company and like so many others always wondered as what does this name stands for. I have never been so close or inside an oil and gas company thus like Alice in Wonderland I observed and had many questions. Luckily Lieutenant Colonel Tariq Butt (retired) who is heading the security department in Mari was my adjutant when I reported in the regiment back in 1984. Through him, I gathered answers to my everyday queries. It was a pleasant surprise to know that himself, Major (retired) Amir Bilal and Lieutenant General (retired) Nadeem are school fellows (Saint Mary's Rawalpindi).

As the days turned into weeks, I found Mari as very efficient and precise. I met secretary of the company Mr Asad Rabbani and found him to be very cooperative, he is in this post for last almost a decade and half. I learnt with observation and experience that, within the two office blocks you cannot roam freely, you require access to enter into every office, you need a pre arrange appointment for any query; all hallmarks of a professional company. In the wake of terrorism wave since 2005 almost every major company has been hit directly and indirectly by the militants thus these security steps at Mari Headquarters are obvious signatures as how seriously the Mari undertakes this aspect. Security guards are deployed around the buildings and in carpark area as well; it gives a mind a peace and resultantly concentration is more on the work.

Mari, is a blend of military and civil way of working, as the managing directors are retired army generals thus they bring the rich culture of army into the company. Contrary to common perception, army life is vibrant, lively, open minded and liberal in every aspect. Thus in Mari, I found through the pictures, the family galas being arranged at Murree and Mangla , with tug of war competitions in which MDs are also taking part, picnics at Karachi beach hut and celebrating Women's Day in which male members are also taking part. The working culture of Mari is interesting; it is a blend of east and west, modernity and conservatism. On every Monday, the management wears Mari's tie and ladies adore a Mari Scarf as part of the dress and on Friday everyone wears traditional dress of shalwar kameez; as a routine they adhere to closed collar dress policy. There are breaks for prayers and a dedicated place at the basement of old block acts as mosque. There are annual iftaar parties for all the staff members

in the lawn of the Block No.2.

Dharian and Ghauri

Dharian

In the last week of November 2018, I visited Dharain and Ghauri fields, major consideration was that both rigs of Mari were in operations at both the fields.

Early in the morning at given time the vehicle arrived, it was a pleasant surprise to see the well-mannered driver who was adhering by the traffic laws and also wearing seat belt. It looks a very ordinary act but in our culture this adherence to laws and time is a rare thing and it infact sums up an organisation's culture as well.

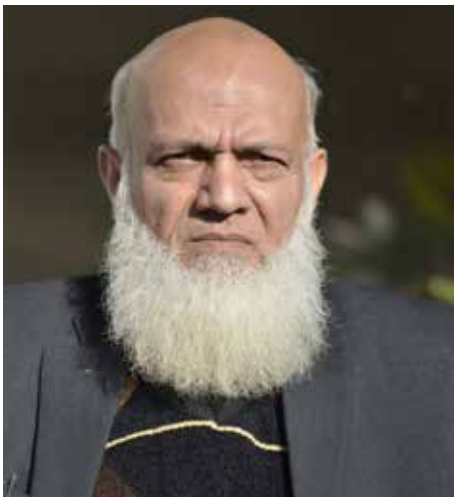
It is at the field area that one fully appreciates the HSE of Mari; the first impression of a rig area is that of professionalism and then safety. I just walked around and a commanding voice shouted us to get back. I had crossed the invisible line without wearing the safety equipment and stepped into the domain of Tool Pusher. Later myself and Hasan were both given briefing by the HSE officer, we signed a document, were issued with safety eye wear, boots and only then allowed to get closer to the rig. There are two main persons at the rig, one is known as Company Man who is as name implies is a man from company responsible for everything other than the rig. Other person is Tool Pusher, he is incharge of the rig operation. Apart from these two, there are geologist, doctor, HSE officer and few other men. Overall it is a well organised place where everyone is moving in a very specific manner.

Field Mess

Mr Butt, Tool Pusher of the Rig explained the different types rig operations. There is no institution in our country which trains rig operators, thus one learns through on job experience; the current rig operators are mainly those who were trained in the Persian Gulf region. There is a fifteen member team which operates a rig, they can mantle or dismantle it within seventy two hours. Rig transportation may involve over hundred truck loads and thus has to be precise and professional.

All the operators wear blue clothing whereas management staff wears khaki dress. The camp office

is well laid out in two rows, there is a web connection being set up by the company itself thus real time data flow to head office. The living area is within a stone throw distance?, there are rows of air conditioned containers for living , two separate dinning containers, these all are supplied and operated by a contractor who also provides laundry and other facilities. Food quality is excellent and service admirable. Rota, is the short name for rotation system. The entire crew works on Rotation, meaning that they spent thirty days on site and ten days on leave, Mari provides them free tickets right uptill the their home. Rota have different scales, for abinitio and new comer it is sixty days of working and ten days leave and then it increases to forty five days' work and fifteen days off and finally it can reach fifteen days work and equal days of rest. Thus at site, I observe absolute absorption of men in their work. Rig itself never sleeps thus shifts of eight hours around the clock.



Lieutenant Colonel (R) Tariq Butt

Mr. Hassan

After having a sumptuous lunch and let me add that items on table including olives -(black and green), sauces (mint, chilly, tomato), mustard, tobbassco, pickle, were more than offered at any restaurant in Pakistan. We drove back to main G.T Road and onwards to Ghauri Field . There is a short cut also available but we preferred the proper route. Ghauri Field is not far from Dharian, one has to take a side road and a drive of half an hour to reach the site where Rig-2 is in operation. This site is much more established than the previous; however the layout remains the same. We were again briefed about the HSE, there was a sadqa ceremony in process, we also offered our prayers. Apart from rig which was undergoing some maintenance, there were two other major piece of equipment, the Thraedliner trucks. They are also used in drilling. -**Ghauri was the very first well in Punjab drilled by Mari and also the very first oil well of Mari**; it was this very discovery which changed the nomenclature of the company. Close to the Rig-2, is the mausoleum of Shahb Ud Din Ghauri with an excellent architecture, serenity, beauty and peace. It was sunset, thus a look at the horizon and one goes down the historic nostalgia. The view is commanding and there is no reason or logic to disagree that it was the main route at that era. Alexander the Great must have also passed through the same territory.

Daharki

There are daily flights from Islamabad to Sukkur and from Karachi to Sukkur as well. Myself and Hasan boarded the Pakistan International Airlines Fokker flight

for Sukkur, which departs at 1530 and arrives at destination at 1745 hours, when we landed at Sukkur almost half an hour in advance due to tailwinds, there was a company's double cabin along with driver and a Frontier Constabulary guard. It took us close to two hours of careful drive to reach Mari Field Headquarters at Daharki. Much has change on the main national highway, there is a cardiovascular hospital at Sukkur, a new university Aror is under-construction, a new cadet college at Ghotki was inaugurated four odd years ago. All along the road there is heavy traffic coupled with the numerous two and tri wheels.

Daharki

Along the highway, ; first comes Engro power plant, then the Qadirpur gas field, then Fauji fertilizer plant, then Engro plant and next to it is the Mari offices and colony. The sight itself is visible from miles due to a red flame from the highest tower in Pakistan.

Mr Pittafi

Mari's residential colony at night is peaceful with people walking on the well-lit roads Driver after passing through two security checkpoints dropped us in front of the guest house. The overall atmosphere in the colony is that of a well-disciplined, professional and educated community. The guest rooms itself speaks of Mari's standards, the presence of fire extinguishers even in the room and in hallways -along with first aid kits and instructions for evacuation in case of fire are all bit unusual for our culture and lifestyle. This is the silent contribution of Mari in bringing an awareness about the ever present dangers of fire.

Mari Trade Union office bearers

In the morning, the view is breath-taking, tall date and palm trees, flower laden and decorated houses. First stop was hospital but before that let me add, the driver Allah Dino came wearing

Annual Non Management Function 2019

Doctors & Paramedical staff at Daharki

blue shirt and blue jeans and before he drove he puts on the seat belt and drove with extra care. The hospital of Mari is neat, clean and efficient. It is modern in every sense of word, digital entry meters, smiling receptionist and spotless floors. I was taken around the hospital, the X ray department, dental clinic, laboratory, lady doctor and so on. There were few patients; I was informed that after mid-day the doctors' move on to the field clinics and also on alternate days they attend far flung mobile clinics as well. Doctors instead of wearing traditional white coat wear Khaki jacket and trouser, the standard Mari management dress. In the entire colony and offices, one witness only khaki and blue dress.

Mari Grammar School (Mari Petroleum Higher Secondary School)

Mari Grammar School is now almost a quarter of century old, without any hesitation, I can write with confidence that it is among the very best schools of the country. The vast green playground next to the school adds beauty and provides ample space for sports activities.

Principal and Teachers

The inter house Girls cricket tournament was in play. Principal Mr Mazhar took me for a round of the

school, the newly constructed four rooms for pre-school children are worth visiting, the layout, pattern, style of teaching and the passion of teachers is worth appreciating. The art and craft room is most appealing as it is housing delicate and priceless works of children. There was an inter house debate in process. School auditorium is under renovation and soon it will be operational. The best part of this school is that it is not merely a school rather a concept. Children are allowed an extensive break for an hour at noon, during which they go back to their homes which is walking distance and consume lunch. In the evening there are supervised sports, then prep for an hour. During prep hour, which is held in homes, no children are allowed to come out of their residence. All the teachers are having good education and teaching experience from renowned schools of Pakistan, each is provided with free accommodation and a handsome salary. Mr Farrukh is a second generation Mari employee, his father also served in Mari and he himself grew up at Daharki and now he is a teacher in the same school from where he started his own learning career.

Mari Residential Colony, Daharki

Mari at night

Mari Gas Field- HSE at its very best

Lieutenant Colonel Khizer (retired) is the incharge of health, safety and environment(HSE at Daharki); he is from Army Aviation, he gave me a detailed briefing and later we drove out to the wells , rig and gas field alongwith another geologist Mr Jawwad who is a second generation Mari employee. HSE is paramount and is obvious everywhere, the boldly written Muster Points, which are the rallying point in case of emergency are at prominent place, above all it is the adoption and adherence to safe life which is most obvious here, wearing of seat belts by drivers, slow driving, proper road marking are all hallmark of safe driving culture. The area around Daharki Mari Colony is green with single metallic tracks connecting various villages, this road was also constructed by Mari, our driver Raju is also a second generation Mari, his father was in management. Raju highlighted various points of interest along the journey. The water level in the area is a matter of concern for the district administration and as such rice crop is treated in the same tone as poppy cultivation on the western frontier; it is absolutely forbidden. Our double cabin drove carefully with Raju at the wheels, we

first had a brief stop at Well No.8. The chowkidar at the well is old but very vigilant and strict in enforcing all the laid down policies. Lieutenant Colonel Khizer was much impressed with his sense of duty and gave him an instant cash prize, although not much in monetary figures but very high in terms of acknowledging the man's sense of responsibility.

Raju

Being a desert frontier town , the over 900 Kilometres square area is Mari's responsibility in every sense, population of almost fifty thousand bonded with tribal bloodline dating hundred of years in antiquity are much more dependent upon Mari than on any other institution of the state. With few exceptions, it is the well which has acted as catalyst , as a magnet , as a hub to the population to settle around it. Mari has built roads and tracks, it is an operational necessity for the company as it has to move its heavy rigs and other associated equipment to all over the area. These tracks are compressed, raised and watered with river source almost daily when water is available in the season. Mari at its own has dug a water channel which now not only serves its purpose but also benefits the thousands of people living in the area. There are green fields astride the tracks, at some places at others simply water logged fields. In the fields one can observe women and man working together; man to operate the tractor and all other chores being left to the women like sowing and reaping of cotton crop. Women are dark skin with medium height , men are also having same colour only the built is much heavier, almost all men have beard and more than often it is dyed. Sindhi cap is an integral part of the male culture and so is the ajrak. Womenfolk have bangles and coloured glazed with mirrors chunri (cotton shawl). Talking to a shopkeeper later, I inquired about the bangles popularity among the women and he highlighted that it is a custom in certain tribes. Among the women more specifically among the Hindu, a virgin wears bangles in both hands, so does a married , but a widow adores either one arm or remains barren on both; white colour is more traditional, in the past these bangles were made of elephant and camel bones but now glass is more common and economical.

We passed through few small goths and reached Dad Laghari,

Lt Col (R) Khizar

a mother and child care centre is being operated by Mari. It is only after driving through the area and having witnessed the local population living and working, that one really appreciates the importance and value of such modern medical complex on the very edge of the civilisation. The complex is in a modern building, white washed, tiled, sanitised, organised with an air of welcome and well-being; the only such structure that I have seen since morning when we left Daharki. Doctor Shabnam a gynaecologist is incharge, she travels daily with company vehicle and nurse from Daharki for her duty. She gave an introductory tour and later allowed to observe her dealing with her patients. There are high technological equipment and a well trained staff to operate. Dr Shabnam highlighted and shared her experience. ' *majority of the women are pleasant to interact, they get married at early age and have quite a number of offspring, eight, nine and ten children are quite common, maximum I have seen are nineteen. Birth control or use of contraceptive is almost rare and this is where the role of lady doctor becomes important. In the area the male are supposed to get married at least twice in their life cycle and there is nothing taboo in it.*' Dr Shabnam further highlighted that in many cases, there is nothing wrong with the patient but coming here and talking to a lady doctor is a social encounter and women of the area do look forward. We as a practise discourage excessive administering of sedative medicines as sooner or later it becomes addictive in nature, explained Doctor Shabnam. This philosophy of mental grooming of the patients is shared by almost all doctors of Mari; the patients culturally are accustomed to having more and more of medicines, more as a social pride than medically required. Dr Channa highlighted, '*We tell them that excessive medicines are injurious to health, at times; patients apart from getting medicines from us also buy it from market with end result of getting sicker than before. It is only then, that they come to us and confess that, what we told them in the beginning regarding medicines and its side effect is true*.' All doctors are fluent in Sindhi, Urdu and English languages, are highly qualified and have good temperament and skills. Doctors in this part of the country are performing multi role tasks; they are doctors in medical sense but also a father figure, advisor, confidants and friend in true sense. These hospitals and clinics are operated and managed through international standards; all medicines are from high end and kept in refrigerators around the clock.

Mari Deep Central Processing Facility is an amazing place in every sense, at first it gives a look of an orchard , while driving through it resembles a boulevard laden with thick green trees. This oasis in the desert is the very heart of Pakistan's fertiliser industry and in turn the very lifeline of our agriculture. Engineer Aqeel is in charge at the time, an engineer in true sense of word. He while walking, after a mandatory HSE lecture and with safety headgear, narrated how this works. This is the place where all the gas from the deep reservoir Goru-B is gathered and further distributed. At the moment, a routine check and maintenance is underway. On my appreciation of the greenery, he acknowledged and narrated ' *in the beginning it was all barren without any tree, pure sun in the summer . We worked and also planted trees with the same zeal and enthusiasm as we have in drilling. Now the average temperature has dropped drastically in the complex and it is good for the equipment*.'

National Days are celebrated with a zeal and patriotic fervour at Mari

Local Marriage

I also attended a local wedding ceremony, kind of Mr Ayub the resident manager that he took me along in his own official vehicle; all in all there was a convoy of half a dozen Mari vehicles and everyone was attending, there was an escort of constabulary as well.

Mr Ayub, a graduate of Lahore's University of Engineering and Technology highlighted that the relationship between Mari and locals runs much deeper than what is commonly expected from a company and surrounding population. Mr Ayub further highlighted, that in last twenty odd years there has been only one incident of any item being stolen from the Mari's wells in the area and all this is attributed to this cordial self-respecting equation between a billion US $ company and a poor local. Mari is not merely a company in ordinary sense; it is seen as a kind of patron and saint among the locals, the schools, dispensaries all add to this faith. Mr Ayub also elaborated the steps taken to enhance the environment in the area, most common and most useful and long-lasting is plantation, excessive plantation keeping in view the mortality rate. On my query as what was the most difficult task he has undertaken so far, Mr Ayub without any hesitation recalled the drilling operation they undertook in 2016 in the deep desert. It was difficult because of rig movement, the sand dunes were too soft to bear the weight of transportation thus we had to strengthen the track , and that made it something special , in the end, the drilling itself was not worth commercially viable; however the experience is something which not only I cherish but all of the Daharki staff feel proud of their achievement.

Sindhi folk musician

The Resident of Mari holds a special place among these villagers and tribesmen, in this part of world as anywhere else pomp and show is a prerequisite for being taken seriously. We finally reached the destination, a well-lit place seen some distance otherwise there were so many turns involved in this hour long journey that an ordinary person is bound to lose the way. The wedding ceremony is

the son of a poor peasant who over decades of working as chowkidar and as contractor has been able to build his own 'goth' and now this being the very first such event in his family , he invited all the management of Mari and this was very kindly accepted by them . It was all sand when we stepped down and from this point onward Mr Ayub was received by the father of the groom and I joined other colleagues. As we entered the marquee, well-lit with generators, all the people presented roses and greeted us. The host had put up his ‑best to make this event a memorable one,‑ even arranging singers. A female singer sang beautifully in Sindhi language, she had an entire orchestra comprising of tabla and harmonium players. Occasionally the men would get up, whirl around a five hundred rupee note over the head of the groom and then threw it in air and a young lad from the singer's entourage would catch it before it lands on the carpet. Overall it was very graceful and enjoyable event, sealed water bottles was the only drink available and no smoking inside the marquee. Food was served in the adjacent portion, there were few chairs for the guests and there were no spoon or anything of this sort, pure local food. We bid goodbye soon after the dinner, on return journey, I sat with Major retired Taj, and Lieutenant Colonel retired Khizar; Major Taj was on the steering and soon we lost our way but managed to find our way back without any panic; it just highlights how easy it is to get lost

Flag hoisting on Independence Day 2019

Iftar 2019

MPCL

MARI PETROLEUM COMPANY LIMITED

MFM / RMS

MARI GAS COMPANY LIMITED

Sajjad Asghar	01 Nov 1982
Muhammad Ali Mughal	23 Jan 1989
Muhammad Liaquat Ali Khan	02 May 1997
Mian Abdul Ghafoor Kausar	01 Jul 2002
Javed Iqbal Jadoon	16 Jan 2003
Muhammad Saleem Siddique	11 Feb 2006
Javed Iqbal Jadoon	12 Oct 2009

MARI PETROLEUM COMPANY LIMITED

Javed Iqbal Jadoon	19 Nov 2012
Muhammad Saleem Siddique	11 Mar 2013
Muhammad Ijaz	21 Jun 2014
Muhammad Ayub Khan	16 Sep 2015

in the desert.

Mr. Asad Rabbani

Draft of the book was presented to the MD in December 2018 and he generally approved it with few changes and it was again put up in February 2019. The two major events took place in between, first was the visit of Chief of Army Staff General Qamar Bajwa to the Mari Head Office in January 2019. This was the first ever visit by any COAS to the Mari, thus it is a historical event. General Qamar Bajwa appreciated the performance of the Mari Petroleum Company; he also interacted with the Mari's hockey team and gave them few good tips. The other important event was the Mari's annual function which was held at Serena Hotel and Minister of Petroleum Mr Chaudhry Ghulam Sarwar Khan was the chief guest. It came as a very good pleasant surprise to see the minister being so well informed about the ministry and petroleum issues; really impressive. A good dignified, lively, well-orchestrated affair attended by a majority of the management with their families. There were few ambassadors and high commissioners also present as the guest.

Mess staff at Mari's headquarters

Mari celebrates National Days with zeal and pride, Iqbal's Day, Birthday of Quaid-e-Azam, Pakistan Day, Independence Day, Defence Day all are celebrated with an aim to keep the spirit, pride, dignity alive and to pass it on to the next generation. Independence Day on 14 August 2019 was special as Mari showed its solidarity with the people of Kashmir, who were under the brutal clampdown from Indian Government after it had removed their special constitutional status

After having spent a year at Mari, I became part of it. The culture and working environment are professional; it starts at 0800 hours and precisely at 1600

hours the pack up starts. There are air conditioned buses and vans for employees and this by itself is a great relief in a city where driving is more stressful than the actual work. In the time, Hassan the photographer was posted to Halini, Lieutenant Colonel (retired) Tariq Butt had availed the yearly recreation ex-Pakistan leave with his wife to Turkey. Mari as a policy offers a yearly return ticket for two to Turkey. Media Cell also shifted from old block to a new building across the road. In the winter of 2018-19, Tulips were planted for the first time at Mari and coming weeks were spent in eagerness and finally much to the relief of gardeners they blossomed; almost everyone had a selfie with them.

Mari's Annual Reports

Lunch at Mari is a special event, without any exaggeration of words, it is simply the best food experience in the twin cities, the ambience, hospitality and above all the quality of food is excellent. The security guards at Mari are all ex-servicemen and as such daily interaction with them reminds me of the regimental life. The trio of Miss Adeela, Mr Tahir and Mr Ghawash all from Business Department of Mari were instrumental in reading the draft and highlighting mistakes and offering valuable suggestions. Book is in debt to them. The proof reading is a convoluted affair more so when it is done through computer, few mistakes are removed and in the bargain few more are inserted and it seems an unending affair.

Mr. Javed Awan, Media Cell

Regarding pictures used in this book, majority of them are from the Mari's own archive, Mr Azhar Hafeez, Mr Nadeem Ghouri, Mr Hassan of Media Cell and Major (retired) Tahir Kayani have contributed, especially the latter's aerial pictures of Balochistan.

Major (R) Amir Bilal

No amount of words can encompass the support given by the Media Cell of the Mari. Major (retired) Amir Bilal is a source of inspiration in every sense; he is soft, very cordial yet very firm in

his dealing. He is involved in this project from the inception and showed great patience. At the end of this project, in July 2019, he underwent a personal tragedy when his wife departed for eternal abode. Funeral was a family affair in which not only the Mari's present and retired employees at Islamabad but management from Daharki who had travelled by road were present to offer their sympathies and to shoulder the sorrow. To me it highlights the very spirit of Mari; it is not merely a commercial company it runs as a family.

Lt Gen (R) Ishfaq Nadeem Ahmad

In the end this book would not have been possible without the patronage of Lieutenant General (retired) Ishfaq Nadeem Ahmed Hilal-e-Imtiaz (Military) the present Chief Executive and Managing Director of Mari Petroleum Company Limited. He was appointed as MD on 26th January 2017. He was commissioned in January 1980 in an Azad Kashmir Regiment, he is a graduate from Staff College Camberly (U.K) and National Defence University, Washington (USA), commanded a strike corps and also remained as Chief of General Staff of Pakistan Army. Lieutenant General (retired) Ishfaq Nadeem also remained as the Colonel Commandant of Azad Kashmir Regiment.

Author: Major Aamir Mushtaq Cheema (Retd) at Momal Ji Mari

Was Commissioned in 1984 from Pakistan Military Academy and served in 58 Medium Anti Aircraft regiment. He earned his flying brevet in 1989 and served in fixed and rotary squadrons and also on the faculty of Army Aviation School. Retired in 2008 and pursued a Master of Letters in History (University of Glasgow). Presently a Ph.D Scholar in International Relations; at National Defence University Islamabad.

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Ghouri

Zarghun at Night